themselves in the near future that there will be no hindrance to the orderly progress and expansion for which Mysore has justly earned a reputation in the past. We confidently look to the Imperial Government for sympathetic treatment of the Subsidy question. We earnestly hope that the Mysore Iron Scheme will soon begin to yield a return. We are anxious that year to year, the administration may be able to meet the growing needs of the country as well as to satisfy all possible popular aspirations. From you, as the chosen representatives of the people, we expect greater association with our aims and endeavours and I feel confident that our united efforts will ensure a steady and cautious policy of expansion and development which will bring increased prosperity, contentment and happiness to the subjects of His Highness the Maharaja.

A Kannada translation of the Address was read by Mr. K. H. Ramaiya, Registrar of Co-operative Societies.

Before proceeding with the Government business the Dewan-President said that he had received a notice from Mr. Abbas Khan that he was going to move a proposition under Rule 44 of the Rules of Procedure in the Representative Assembly for an adjournment of the House to discuss an urgent matter of public importance, namely, the recent Government Order on the re-organisation of the Mysore Civil Service. Under that rule the President's consent was necessary and the Dewan said that he had no objection to give it.

In making his motion Mr. Abbas Khan said that the Government Order referred to makes mention of 111 Gazetted appointments under Government. Of these, 69 have been reserved for civilians exclusively. The number of appointments available to the non-civilians is only 31, the remaining 11 being available for being filled up in a manner to be decided by Government. This meant that no one that does not belong to the Civil Service cadre can ever become a Deputy Commissioner, even though he possesses high educational qualifications and is known to be both competent and honest. There is no incentive under this order to the Amildars, for instance, to do good work as the highest posts they may get are Senior Assistant Commissionerships. Out of the 8 Gazetted appointments in the Secretariat, as many as 6 have been reserved for civilians, only the remaining two being available for non-civilians. In the Revenue Department, 18 appointments are reserved for the Civil Service and only 9 are available to the non-Civil

Service men. Again in the Police Department 4 appointments have been reserved for Civilians. All the 8 Deputy Commissionerships are reserved for Civil Service men leaving not even a single place to non-Civil Service men.

SECOND MEMBER.—How do you know that these rules prevent non-Civil Service men from rising to such positions?

MR. ABBAS KHAN.—Government have instituted a Civil Service Examination and only those who have passed this examination or who have been nominated are eligible for the posts reserved for Civilians. It therefore follows that men recruited to the Civil Service alone have chances of rising to posts of Deputy Commissioners and above.

DEWAN.—Your views are not correct and you are making many mis-statements.

MR. ABBAS KHAN.—As I understand the order, men recruited to the Civil Service by competition or by nomination, are alone called Assistant Commissioners with all the future prospects of rising to the highest posts under Government assured to them, while those that do not come under that category have no such hopes. This distinction which was not previously in existence has been brought about by the present order. Further I fail to see why the Judicial Department should be manned by the Civil Service.

FIRST MEMBER.—That is your own opinion in this matter. But experience is different both here and in British India.

MR. ABBAS KHAN.—My experience shows that the work in Mysore differs from that in British India where the Judicial Department is manned by experienced men of that department and not by members of the general administration. Under the present order if a member of the Judicial Department is appointed to the post of the Local and Legislative Secretary it is provided that his place in the Judicial Department should be filled by a member of the Civil Service. This will reduce the scope for promotion that exists to members of the Judicial Service. In these circumstances my submission is that a Committee of the non-official members of this House may be appointed to review the entire situation carefully and make suitable recommendations on which Government may pass such orders as they may deem fit, and pending the report of such Committee the present order should be held in abeyance. This proposal is not a novel one. In British India the Indian Legislative Assembly was allowed the opportunity of discussing the Lee Commission Report and of recording its opinion on the recommendations of the Commission. A similar opportunity should be given to us here.

DEWAN.—I cannot allow the reorganisation of the Civil Service to be questioned here. Such a thing is nowhere allowed in any civilized country.

The Lee Commission did not discuss the problem of reorganisation of the Indian Civil Service but only considered the question of how to remedy the grievances of the civilians in respect of pay, prospects and pensions, etc. That is different from the question before us and there is no analogy between the Lee Commission Report and this Government Order.

MR. ABBAS KHAN.—The order provides that 69 appointments shall be reserved for Civilians and 31 only for non-Civil Service men. By making such reservation the men in the lower ranks who have shown ability, intelligence and experience in the discharge of their duties will lose heart so that the efficiency of the service will suffer.

DEWAN.—I wish to know if you are pleading on behalf of the men in the Service or in the interests of administration.

MR. ABBAS KHAN.—My remarks have reference to the officers in Government Service who are outside the cadre of the Civil Service. At the same time I am also interested in the efficiency and contentment of the members of that service. Under the present order three-fourths of the higher appointments have been earmarked for one class of people, namely, the members of the Civil Service and I beg to say that the distinction made is invidious and uncalled for.

DEWAN.—Your inference is wrong. You are labouring under very great misapprehensions. All the facts connected with the order will be placed before you by the Second Member of Council to enable you to form a correct conclusion on the subject. After hearing the facts of the case you may make your observations.

FIRST MEMBER.—What is the grievance caused by the new rule which was not in existence under the old?

MR. ABBAS KHAN.—Under the old order of things, there were instances of Non-Civil Service men having risen to the highest posts under Government and given a creditable account of themselves. There was no distinction then such as is now sought to be made.

SECOND MEMBER.—There seems to be some misapprehension in the minds of the members which I wish to correct. The chief objection is that the present order creates a distinction between Civil Service and Non-Civil Service men and that men in the subordinate ranks of the Service, however efficient, are shut out of the higher appointments. That is not a correct view. What the order aims at, is to reserve in each

department a certain number of gazetted appointments to the members of the Civil Service and a certain number to others who do not belong to that service and who have no scope for rising higher under the existing rules. In the new rules provision has been made to guard the interests of those officers also who cannot be taken to the Civil Service cadre by setting apart a certain number of places for them, to which they could not rise under the old rules. They are also given the same rank, pay and status as Assistant Commissioners, with this difference - that they are not called Assistant Commissioners but by some other name. Two higher places of the rank and pay of Senior Assistant Commissioners are also reserved for them. It is true, as Mr. Abbas Khan said, that they cannot become Deputy Commissioners and that for the very good reason that by the time they reach the post of Senior Assistant Commissioners, they will be too old to be appointed as Deputy Commissioners. The new rules lay down that no one who is above 32 years of age can be nominated to the Civil Service. The nominated officer must begin by being a Probationary Assistant Commissioner for 2 years to start with. Thereafter it will take him normally about 15 years to come to the grade of Deputy Commissioner: so the officer by the time he becomes Deputy Commissioner will be between 40 and 45 years of age with still much enthusiasm and energy for executive work. If he is appointed to the Civil Service after his 32nd year, he will be pretty old by the time he becomes a Deputy Commissioner and efficient and executive work cannot be expected of him at that age. Hence an age restriction becomes necessary for admission to the Civil Service.

Also there is discontent in the subordinate services due to want of opportunities for rising in the service and it is found necessary to constitute a Non-Civil Service cadre for the benefit of such men. The appointments included in this cadre are open only to qualified and capable men in the subordinate ranks. In the Police Department six posts of Superintendents of Police have been thrown open for subordinate officers of proved merit and capacity, the rest, *viz.*, four being reserved to the Civil Service. The same is the case with the Excise Department where two gazetted posts are reserved for subordinate officers who show initiative and capacity. Besides, the rules provide for the nomination of persons to the Civil Service and for such nominations efficient and capable officers in the ranks of the service who are within the prescribed age are also eligible. The whole object of the order is to fix an age limit for admitting persons to the Civil Service so that they may be

trained for holding higher positions in course of time and to provide reasonable chances for advancement to those who cannot get into the Civil Service.

MR. ABBAS KHAN.—In my opinion the age limit prescribed by the present order should be done away with and passing all the prescribed tests should not always be insisted upon at the time of nomination or promotion of subordinates.

SECOND MEMBER.—That is not possible. The main object in fixing the age limit is to train young officers for rising to higher appointments. If aged men are appointed to the Civil Service they retire before they can become Deputy Commissioners so that the object in view is defeated.

MR. ABBAS KHAN.—That is not my point. What I urge is that capable persons in the lower ranks should be given more chances, as their chances at present are very remote and that they should not look forward to enter the Civil Service only by nomination, as the scope for it is much too limited. Nomination should be limited only to people outside the service. I also urge that a Committee on the lines indicated by me may be appointed to review the entire situation.

DEWAN.—The Civil Service rules were formerly very anomalous, inasmuch as persons, however efficient in their own departmental work, could not be admitted to the gazetted ranks, on account of certain qualifications prescribed under the rules. The object of the recent order is to remove these distinctions so as to enable everybody who enters the Government service so long as he is capable and efficient to rise to higher positions. How this should be done without weakening the Civil Service was the question to be solved? Government thought over this question for over four years. As Officiating Dewan in 1919, I drew up a note and the matter has been receiving continuous attention since. This Government order is the result. There are several considerations, not only matters of efficiency, but matters of organisation, matters of future progress, selections for higher positions, etc. This is a very complicated and difficult subject and requires a great deal of study.

FIRST MEMBER.—Whenever the Government hold a competitive Examination for the Civil Service, they first calculate the number of vacancies existing. A definite number of vacancies will be reserved for people coming out successful in the competitive examination and the rest will be filled up by persons nominated to the cadre. Nomination may be from the people already in the service or may be direct. Thus it is possible for competent officers already in the service to get

higher positions under the present orders. As regards those who are not considered competent to be taken into the Civil Service but who are otherwise satisfactory in their own line of work, the present rules provide for reasonable chances of promotion.

Much is made of the fact that the pay of the Non-Civilians does not go beyond Rs. 600. Under the present rules however, even this is not possible as the utmost they can reach is about Rs. 450. The new rules are therefore a distinct improvement.

Some remarks have been made regarding the age limit prescribed for the Civil Service. This is with a view to increase efficiency. The Civil Service is the most important branch of the administration as upon it depends the efficient administration of the State in general and the District administration in particular. When once the service becomes inefficient, the administration itself becomes inefficient. The point to consider is at what stage of a man's life will he be capable of administering a district efficiently? After much thought the Government have decided that the period between 45 and 50 years of an officer's life is the one best suited for him to be a Deputy Commissioner. If one is appointed a Deputy Commissioner after that period, he may prove a failure and be unfit for executive work. And for one to become a Deputy Commissioner by about 45 years, he must be appointed an Assistant Commissioner at about 32 years. That is why this limit has been fixed.

Referring to Mr. Abbas Khan's criticism that even appointments in the Judicial Department would be filled up by the members of the Civil Service, the First Member of Council said:—

Originally a Munsiff could not be appointed as a District Judge unless he had been brought under the Civil Service cadre. This anomaly has now been removed. It is also very necessary that revenue officers should have training in the judicial line. Laws and regulations, must be known to them, as every department will have some legal question or other to handle. So the Government have thought it right to train one Civil Servant at a time in the Civil Judicial Department. This will not result in the Judicial Department being deprived of any appointment. The post of the Local and Legislative Secretary, was originally that of the General Secretary, which was a Civil Service appointment. The general service requires some one who is well versed in law and legal enactments, to occupy the post of Local and Legislative Secretary. It is not the intention of Government to

appropriate the appointments in the Judicial Department to the Civil Service.

In regard to the Special Magistrates, under the old rules there were 10 appointments open to the Civil Service, which have been now reduced to 8.

MR. C. SUBBA RAO.—The age limit works as a great hardship particularly in the Judicial Department. For instance there may be a brilliant Munsiff who for some reason beyond his control cannot get into the Civil Service and thus cannot go beyond Rs. 600. Even if he has passed all the qualifying examinations for an Assistant Commissionership, his chances of nomination are remote if he happens to be above 32 years of age. It would be better therefore not to consider the question of age limit when nominating people already in service, but to appoint them as Assistant Commissioners on the pay they get.

FIRST MEMBER.—This procedure will cause discontent in the service, as such Munsiffs will go above those already in the cadre. There is no need for such officers to get into the Civil Service cadre at all. They can rise to higher positions in the Judicial Department itself.

SECOND MEMBER.—Even under the old rules Munsiffs were not, as a rule, taken to the Civil Service. Moreover there is no object in an officer of the Judicial Department getting himself into the Civil Service cadre. Service in the Judicial Department will be much more advantageous to him than service in the Civil Service in the long run. Judicial Service is kept distinct from the Civil Service.

MR. HUTCHAVEEREGOWDA expressed the opinion that the Civil Service Examination may be abolished.

Mr. Mallappa agreed with Mr. Abbas Khan that a Committee consisting of members selected both from the Representative Assembly and the Legislative Council may be appointed to go into the question and submit their recommendations, and that pending the receipt of such recommendations the order may be kept in abeyance.

MR. VEMAREDDY.—The order lays down that the officers above 32 years of age should not be appointed as Assistant Commissioners. This is a real hardship. There is no object in fixing an age limit for promoting one to the Assistant Commissioner's grade. If the Government think that an officer is fit to be appointed as Assistant Commissioner, let him be appointed as such whatever his age. His future prospects of rising to higher appointments should be left to depend upon his efficiency.

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SECOND MEMBER.—There are obvious inconveniences in taking such a course. After making proper calculations, it has been found that if an officer is appointed as Assistant Commissioner at the age of 35, he will become eligible to the Deputy Commissioner's place after the age of 50. That is admittedly not conducive to good and efficient administration.

MR. PARAMASIVAIYA regretted that Government had passed this order, just after the granting of additional powers to this assembly, without giving them an opportunity of discussing it and placing before the Government their suggestions.

The DEWAN pointed out that strictly speaking, this was not a matter for the Assembly at all. Questions of reorganisation of the services, increasing the number in the cadre, etc., were all matters for consideration by Government who are responsible for the efficient administration of the country.

MR. MALALI VENKATARAMAIYA was of opinion that no Committee need be appointed. If the recommendations made by them were not accepted by this Assembly, the labours of the Committee would be a waste. This subject should in his opinion be discussed in this Assembly itself.

MR. NARASINGA RAO (Molakalmuru).—At present all the high officers in the State are people from Mysore and Bangalore, but not from any other district. Even qualified men from the districts other than Bangalore and Mysore do not get good positions. The people of Bangalore and Mysore are selected for higher appointments to the prejudice of the interests of the people in other districts. This is really very regrettable. No one who is a native of the Chitaldrug District has risen to the position of a Deputy Commissioner. My humble submission therefore is that all the appointments should be fairly distributed among all the educated people in all the districts.

MR. BYANNA.—According to the recent order, 69 places have been reserved for Civil Servants and the rest are thrown open to Non-Civilians and some differentiation also is made between the two services. If instead of this, 50 per cent of the higher posts be set apart for the Civilians and the other 50 per cent be thrown open to the Non-Civilians, there will be no room for complaint.

MR. GOPALASWAMI IYER.—Under the Reforms scheme, all important measures of Government should first be discussed in the Representative Assembly. In the eyes of the Assembly this is an important matter, but the Government does not

admit it. As it is not possible to criticise or to make suggestions within a short period of one hour, a Committee may be appointed, as suggested by Mr. Abbas Khan, to go into the question and submit their recommendations. These may be considered in the next meeting of the Assembly and disposed of.

FIRST MEMBER.—When first the Civil Service was started this Assembly was not consulted; nor was this Assembly consulted when re-organisations were made from time to time in this service. Why not bring a resolution on this matter at the next meeting?

DEWAN.—What is the purpose with which a Committee should be appointed? The matter is not one for a Committee at all or for political assemblies like the Representative Assembly. The reason why the Assembly was permitted to go into the question was to enable the Members to exercise the emergency privilege given under the rules.

MR. RAMASWAMI.—In these circumstances, it is better to leave the matter to the Government and trust to them.

MR. SINGRI NANJAPPA.—It is not right, after so much discussion, to say that the proposition may be dropped.

It was pointed out that people entering the Civil Service after 32 years of age will not be of much help to the service and will not be able to do justice to their work. At the same time another point has also to be considered. People entering the Civil Service cadre through open competition will be very young; they will probably be between 30 and 35 years of age when they reach responsible positions. These young men have no experience of the world. We therefore find it difficult to agree with the Government in their views.

MR. VENKATASWAMAIYA.—Mr. Abbas Khan has moved a proposition and it has been ably discussed by the members present here and suggestions are now placed before the Government. If the Government will be pleased to prepare an explanatory statement, it will help matters. If it is found after this that the formation of a Committee is necessary we should then be given permission to bring a formal resolution.

MR. ABBAS KHAN.—Sir, I admit that it is no where said that motions on service re-organisations can be made here. I agree that Government have full right in these matters to do as they think best in the interests of the country, and for having granted this opportunity of discussing this subject I thank you very much.

My request is that a Sub-Committee may be appointed and its suggestions taken. The recommendations made by

the Committee may or may not be placed before this Assembly. Year after year, Government have of their own accord been taking our suggestions on important matters. In this case also, they may do so. Many people would have given suggestions if they had some time to think over this subject.

DEWAN.—The proceedings and rules relating to the Civil Service can be had from the Chief Secretary. You may after studying them bring up a resolution on the last day of the meeting. In that case, you can withdraw this adjournment resolution.

MR. ABBAS KHAN.—I thank the President for the permission given to bring up a resolution on the subject, and I beg to withdraw the motion.

(Friday the 17th was thereupon fixed for the discussion of the resolution that would be brought up).